



DEC - 7 2012

The Honorable Chris Gregoire
Governor of Washington
P.O. Box 40002
Olympia, Washington 98504-0002

Dear Governor Gregoire:

This letter provides approval of Washington's State Integrated Workforce Plan for Title I of the Workforce Investment Act (WIA), the Wagner-Peyser Act (W-P), including W-P Agricultural Outreach Plan, and plans for coordination with Trade Adjustment Assistance (TAA). The Employment and Training Administration (ETA) received the State Plan on September 14, 2012. This letter also responds to Washington's WIA waiver requests.

Training and Employment Guidance Letter (TEGL) No. 21-11, issued on March 27, 2012, and TEGL No. 21-11, Change 1 issued on August 8, 2012, provide guidance for states to submit their State Workforce Plans and waivers for Program Year (PY) 2012 and beyond. We appreciate the State's responsiveness to this guidance.

Plan Review and Approval

ETA has reviewed the Washington State Integrated Workforce Plan in accordance with Title I of WIA, the Wagner-Peyser Act, the Trade Act (as amended), the corresponding regulations, the State Integrated Workforce Plan Requirements for Workforce Investment Act Title I/Wagner-Peyser Act and Department of Labor Workforce Programs (<http://www.doleta.gov/usworkforce/wia-planning/docs/integrated-planning-guidance.pdf>), and TEGL No. 21-11 and the corresponding Change 1. Pursuant to 20 CFR 661.230(e), this letter constitutes a written determination under WIA Section 112 (29 USC 2822) that ETA is approving the WIA Title I, W-P and TAA portions of Washington's State Plan for the period July 1, 2012 through June 30, 2017, PY 2012-PY 2016. The annual W-P Agricultural Outreach Plan is approved for the period July 1, 2012 through June 30, 2013.

The State is eligible to receive WIA formula allotments for Adult, Dislocated Worker, and Youth programs, and W-P program allotments, effective July 1, 2012 through June 30, 2017.

Performance Levels

Each year, the Regional Administrator negotiates the Program Year's WIA and W-P performance goals with each state. As required by TEGL Nos. 21-11 and 38-11 dated June 18, 2012, negotiations must be completed by December 31, 2012 for PY 2012. Once the final goals are established, the Regional Administrator's letter advising the State of the PY 2012 WIA and W-P final performance goals constitutes a modification to the State Plan. ETA will incorporate Washington's final performance goals for PY 2012 into the Regional and National Office copies of the State Integrated Workforce Plan. Please include these final PY 2012 goals in the State's official copy of the State Plan.

Waivers

As part of Washington's State Integrated Workforce Plan, the State submitted waiver requests for waivers of statutory and regulatory requirements under WIA (copy enclosed). The State's request for waivers is written in the format identified in WIA Section 189(i)(4)(B) and 20 CFR 661.420(c). The disposition of the State's waiver requests is outlined below. This action is taken under the Secretary's authority at WIA Section 189(i) to waive certain requirements of WIA Title I, Subtitles B and E, and Sections 8-10 of the Wagner-Peyser Act.

Waiver to permit the State to replace the performance measures at WIA Section 136(b) with the common measures.

The State requested a waiver that allows the State to replace the 17 performance measures under WIA Section 136(b) with the common measures. The State is granted this waiver through June 30, 2017.

This waiver permits the State to negotiate and report WIA outcomes against the common performance measures only, rather than the performance measures described at WIA Section 136(b). The State will no longer negotiate and report to ETA on the following WIA measures: WIA adult and dislocated worker credential rates; participant and employer customer satisfaction; older youth measures; and younger youth measures. The State will use the three adult common performance measures to negotiate goals and report outcomes for the WIA Adult and WIA Dislocated Worker programs. The State will use the three youth common performance measures to negotiate goals and report outcomes for the WIA Youth program. Workforce Investment Act Standardized Record Data system (WIASRD) item 619, Type of Recognized Credential, should be completed for each individual as appropriate, regardless of this waiver to report on common performance measure outcomes only.

Waiver of the prohibition at 20 CFR 664.510 on the use of Individual Training Accounts for older and out-of-school youth.

The State requested a waiver of the prohibition at 20 CFR 664.510 on the use of Individual Training Accounts (ITAs) for older youth and out-of-school youth program participants. The State is granted this waiver through June 30, 2017. Under this waiver, the State can use ITAs for older youth and out-of-school youth program participants. The State must continue to make the 10 youth program elements available as described at WIA Section 129(c)(2). The State should ensure that funds used for ITAs are tracked and that the ITAs are reflected in the individual service strategies for these youth.

Waiver of WIA Section 123 that requires that providers of Youth program elements be selected on a competitive basis.

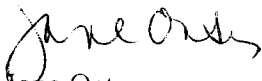
The State requested a waiver of the requirement for competitive procurement of service providers for three of the ten youth program elements: supportive services, follow-up services, and work experience. The State is granted this waiver through June 30, 2017. Under this waiver, the State is permitted to allow its One-Stop Career Centers or partner agencies to directly provide the above youth program elements. In utilizing this waiver, the State and local areas must still meet Office of

Management and Budget requirements (codified in 29 CFR 95.40-95.48 and 97.36) and all state and local procurement laws and policies.

The approved waivers are incorporated by reference into the State's WIA Grant Agreement, as provided for under paragraph 3 of the executed Agreement, and are incorporated into the State Integrated Workforce Plan. A copy of this letter should be filed with the State's WIA Grant Agreement and with the approved State Plan. In addition, as described in TEGL No. 29-11, the State should address the impact these waivers have had on the State's performance in the WIA annual performance report, due on October 1 of each year.

We look forward to working together as you implement your State Integrated Workforce Plan for PY 2012 and beyond. As discussed in TEGL 36-11, we encourage State WIA grantees to adopt the use of the American Job Center brand for your physical One-Stop Career Centers and online tools. We are available to provide technical assistance. If you have any questions related to the issues discussed above, please contact Ingrid Nyberg, the Federal Project Officer for Washington, at 415-625-7947 or Nyberg.Ingrid@dol.gov.

Sincerely,



Jane Oates
Assistant Secretary

Enclosures

cc: Virginia Hamilton, Regional Administrator, ETA San Francisco Regional Office
Ingrid Nyberg, Federal Project Officer for Washington

From: Kamimura, Gary (ESD) [GKamimura@ESD.WA.GOV]
Posted At: Friday, September 14, 2012 2:38 PM
Conversation: Washington State's 2012-16 State Integrated Workforce Plan
Posted To: WIA.PLAN

Subject: Washington State's 2012-16 State Integrated Workforce Plan

Importance: High

To the Federal Coordinator for Plan Review and Approval:

Please accept this electronic submission of Washington's *2012-16 State Integrated Workforce Plan*, which can be accessed at the following URL:

http://www.wa.gov/esd/1stop/docs/2012-2016_Integrated_State_Workforce_Plan-WA.pcf

We certify that no changes will be made to the posted version of this State Plan without prior approval by DOL ETA. Please contact either me or Randy Bachman (rbachman@esd.wa.gov / 360-725-9522) if you have any questions or problems accessing our State Plan using the link provided.

Sincerely,
Gary Kamimura, Director of Grants Administration
WorkSource Standards and Integration Division
Washington State Employment Security Department
360-725-9521
gkamimura@esd.wa.gov

job vacancy rates, career opportunities within the occupations, and other demographic information are identified and provided for planning purposes.

Washington is committed to helping employers by offering a wide-range of tools and resources to assist with their workforce needs. Businesses, as well as job seekers, have access to the 24/7 self-service Go2WorkSource website. The website is a comprehensive, on-line job connection system that guides employers through the process of posting current job openings, reviewing resumes, and contacting qualified job seeker applicants.

In an ongoing effort to better meet the needs of employers and job seekers, quality standards for job orders and referrals have been developed for staff assisted job orders. It is anticipated that job orders more clearly expressing the needs of employers will result in the match of well qualified applicants for businesses.

America's Job Center Network

Washington is currently analyzing the requirements of TEGL 36-11 (Announcement of American Job Center Network) and TEGL 21-11 Change 1 (Inclusion of the American Job Center Brand in 2012 State Workforce Plans). The state plans to convene system partners and stakeholders to determine a plan for possible implementation. Once the decision is made, Washington will submit a request for plan modification to articulate how it plans to implement the American Job Center brand or otherwise promote and market the American Job Center brand if it chooses not to proceed with branding.

WIA Waiver Plan

Washington previously requested and received approval for three WIA Waivers:

1. The 17 WIA mandated program performance measures are modified and reported using the federal common measures. This allows the state to report outcomes against one set of federal measures instead of two.
2. The competitive procurement requirement has been amended to allow use of seven of the ten youth program elements. This streamlines the program procurement procedures for service providers.
3. The prohibition against youth access to individual training accounts has been modified to allow older and out-of-school youth participants access to an account. As a result an additional avenue for accessing training services is offered to those who qualify.

ESD, which is the administrative entity for WIA programs, and the Workforce Board, which is the State Workforce Investment Board for WIA, having consulted local partners and following this plan's public review process, request a continuation of these three waivers from July 1, 2012 through June 30, 2016.

As part of the Operational Plan submission, Washington's new waiver plan, as required by 20 CFR 661.420(c) includes the following information in the format specified:

1. The seventeen (17) WIA mandated program performance measures are modified and reported using the federal common measures:
 - A statutory and/or regulatory requirement for which waiver is requested – Waiver of WIA Section 136(b) to permit implementation of, and reporting only for, the common measures in lieu of the current WIA statutory measures. This allows the state to report outcomes against only one set of federal performance measures instead of two.
 - Actions the state has undertaken to remove state or local statutory or regulatory barriers – The state has previously requested and has received approval to report only the common measures. This has simplified reporting and provides easier analysis between and among the programs.
 - Description of the goals of the waiver – The goal of this waiver is to simplify and streamline reporting with a singular reporting system for Workforce Investment Act, Wagner-Peyser Act and Trade Adjustment Assistance programs. If granted, this waiver will provide a common basis for performance analysis across all the programs.
 - Description of individuals impacted by the waiver – This waiver will have no adverse impact on individuals or systems.
 - The processes used to monitor implementation – As part of the WIA/W-P Integrated State Plan, all local workforce investment boards, business and organized labor affected by the waiver will have an opportunity to comment on the waiver request during the public comment period.
2. The competitive procurement requirement to be amended to allow use of seven of the ten youth program elements. This streamlines the procurement procedures for youth service providers.
 - A statutory and/or regulatory requirement for which waiver is requested – WIA Section 123. Approval of this request will allow local workforce development councils to designate their One-Stop operators or youth service providers to perform three of the ten essential youth elements rather than procuring and contracting these functions out to other entities. The three elements in question are (1) supportive services for youth, (2) follow-up services for youth, and (3) work experiences for youth.

Approval of this request would allow local workforce development councils to include these elements in the design framework of the local youth program. The requirements in WIA, Section 123 that eligible providers of youth services be selected by awarding a grant or contract on a competitive basis would not apply to these components of the design framework of the local youth program (20 CFR 664.400 (a)(4)).

- Actions the state has undertaken to remove state or local statutory or regulatory barriers – There is no additional state or local barriers to remove. Washington has implemented WIA under federal law and has not included any additional requirements or limitations on the design of WIA Youth activities. Local workforce development councils have adopted state policies without any additional requirements or limitations.
- Description of the goals of the waiver – In *High Skills-High Wages*, which is Washington's strategic plan for workforce development, Youth Objective 4 is to reduce unemployment rates among older youth, and improve their career prospects. Youth find that getting a job is harder without an employment history and it is the paid and unpaid work experience component of the youth program that is designed specifically to overcome this obstacle. Allowing the work experience component to be fully integrated into the work of the Workforce Development Council helps bring a solution to the youth who are most in need. The goals for the youth program under the waiver will be greater effectiveness, efficiency and continuity of services.

Keeping supportive services, follow-up and paid/unpaid work experience together with other functions of the design framework, such as intake, assessment, and the development of employment plans; One-Stop case management is facilitated. Customers are better served, because resources that would otherwise go to extra coordination and administration can now be directly used for their benefit. This has contributed to better youth retention.

- Description of individuals impacted by the waiver – Individuals impacted by this waiver are older and younger youth customers. They will benefit by receiving a streamlined array of services allowing greater coordination and implementation of individualized service strategies. With greater continuity and consistency, youth will receive complementary services enabling them to better address barriers and work toward fulfilling their education and training plans.

Approval of the waiver will allow greater flexibility in the design of local youth programs. Local areas under the waiver will have a choice as to whether to contract out these youth elements or to do them in-house.

- The processes used to monitor implementation – This waiver was previously approved and implemented within the state. Several local workforce development areas have elected to implement the waiver, but the others indicated full support for the flexibility afforded. On-site monitoring of all WIA activities will continue, and anyone utilizing the waiver will submit a formal notification to the state.

As part of the public comment period for the State Integrated Workforce Plan, this waiver has been thoroughly vetted by all stakeholders.

3. The prohibition against youth access to individual training accounts has been modified to allow older and out-of-school youth participants access to an account. As a result, an additional avenue for accessing training services is offered to those who qualify.

- A statutory and/or regulatory requirement for which waiver is requested – The request to waive the prohibition (20 CFR 664.510) against using Individual Training Accounts (ITAs) for youth. Approval of the waiver is restricted to older and out-of-school youth program participants. However, for older and out-of-school youth program participants, ITAs can be used.
- Actions the state has undertaken to remove state or local statutory or regulatory barriers – There is no additional state or local barriers to remove. Washington has implemented the WIA Youth program under federal law and has not included any additional requirements or limitations on the design of WIA Youth activities. Also, local workforce development councils have adopted state policies without any additional requirements or limitations on program design.
- Description of the goals of the waiver – Youth ITAs provide additional flexibility to service providers. As a result of approval of this waiver, an additional option for accessing training services will be available to participants who are determined eligible.
- Description of individuals impacted by the waiver – This waiver will have no adverse impact on individuals or systems.
- The processes used to monitor implementation – As part of the WIA/W-P Integrated State Plan, all local workforce investment boards, business and organized labor affected by the waiver will have an opportunity to comment on the waiver request during the public comment period.

Electronic Case Management and Information Technology Systems

Washington has developed and maintains multiple systems in support of state and local workforce investment activities. These One-Stop tools are in the form of technological applications, staff training for specific skill building, marketing tools to business and potential participants, and reporting. Examples of these tools and products are listed below by category.

O*NET AutoCoder - The O*NET AutoCoder is used by WorkSource staff who provide labor exchange services to code job seeker employment information and job orders to provide accurate and consistent matches between job seeker qualifications and job order requirements.

Services, Knowledge, Information Exchange System (SKIES) - An Internet-based system for federal reporting and case management. SKIES categorizes labor exchange records and activities by seeker records, employer records, provider records, profiled claimant call in and automated did-not-report records, job matching, and information on job referrals.

Go2WorkSource (<https://fortress.wa.gov/esd/worksource/>) - The Go2WorkSource web site provides real time information to businesses, job seekers, and employment counselors. This information is available on-line and may be accessed from any computer on the Internet. In 2011, the average number of visits to the Go2WorkSource web site was 1.1 million per month.